

ADMINISTRATIVE - INTERNAL USE ONLY

N/ FBIS Chebno

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Severance Pay Eligibility - Bozo Polanc

FROM:

Chief, Personnel and
Training Branch, FBIS
203 Key Bldg.

EXTENSION

NO.

STAT

DATE

12 March 1985

STAT

TO: (Officer designation, room number, and building)

DATE

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. Chief, Operations
Group
1104 Key Bldg.

12 MAR 1985

Request authorization
for FBIS to pay

2.

remainder of severance pay.

STAT

Director, Foreign

3. Broadcast Information
Service, FBIS
1013 Key Bldg.

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15.

FORM
1-79

610

USE PREVIOUS
EDITIONS**ADMINISTRATIVE - INTERNAL USE ONLY**

GPO : 1983 O - 411-632

ADMINISTRATIVE - INTERNAL USE ONLY

12 March 1985

MEMORANDUM FOR: Director, Foreign Broadcast Information Service

THROUGH: Chief, Operations Group

FROM:

[redacted]

STAT

Chief, Personnel and Training Branch, FBIS

SUBJECT: Severance Pay Eligibility -

[redacted]

STAT

1. [redacted] of FBIS/Austrian Bureau died on 11 January 1985. In mid-January [redacted] authorized payment of one-half the accumulated severance pay to [redacted] based on a practice of the U.S. Embassy Austrian employees' compensation plan. This memorandum requests your authorization to pay her the remaining half.

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2. In a letter dated 4 June 1973, the Director, FBIS implemented a policy which included local FBIS hires among employees covered by the local embassy plan, excluded special hires, and made provisions for the severance pay already accrued by special hire personnel. The policies of that letter are paraphrased by [redacted], then chief of Austrian Bureau, in a letter to [redacted] dated 20 June 1973, which is attached. [redacted] letter specifies an amount due [redacted] upon his separation for "...other than cause...."

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3. [redacted] was not a participant in the severance pay program; no special hires have been since June 1973. He was, nevertheless, one of those special hires who had some vested interest in severance pay accrued between entry on duty and 30 June 1973, the effective date of the new policies. His sum was calculated as 66,927.30 Austrian Schillings.

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4. I request your authorization for FBIS to pay [redacted] the remainder of that severance pay.

STAT

[redacted]

STAT

Attachment

ADMINISTRATIVE - INTERNAL USE ONLY

ADMINISTRATIVE - INTERNAL USE ONLY

SUBJECT: Severance Pay Eligibility

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CONCUR:

Chief,

✓

STAT

12 March 1984
Date

APPROVED:

STAT

Director, Foreign Broadcast Information Service

18 MAR 1985
Date

DDS&T/FBIS/Pers 06 MAR 85)

STAT

Distribution:

Orig - Addressee

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- 1 (201) w/encl.
- 1 - FBIS Registry wo/encl

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ADMINISTRATIVE - INTERNAL USE ONLY

20 June 1973

[redacted]
Austrian Bureau FBIS

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Dear [redacted]

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In accordance with instructions received from FBIS headquarters in a letter from the Director dated 4 June 1973, the following policy will be applied in determining severance pay eligibility for FBIS Austrian Bureau non-staff employees:

a. Those employees hired in Austria under normal employment conditions, regardless of their citizenship or pay schedule ("local" or "professional") will be covered by the severance pay provision of the Local Compensation Plan of the American Embassy, Vienna.

b. Employees hired for employment under special conditions, e.g., with provisions for housing and education allowances, return travel to point of hire, end-of-contract travel or subject to reassignment to another FBIS bureau, will not be eligible for severance pay as provided for in the Embassy Compensation Plan.

c. Those individuals presently employed by the bureau who have been hired under special employment conditions -- as you have been -- will be given employment credit for severance pay purposes for that period between the date of their entry into service with the U.S. High Commissioner for Austria or the American Embassy, Vienna, and 30 June 1973. These individuals will be entitled to receive severance pay based on that period of service and their 30 June 1973 salary rate at the time of their retirement, separation (for other than cause) or reassignment to another FBIS bureau.

In your particular case you will be paid A.S. 66,927.30 as provided in paragraph "c" above. This amount is based on 9 years, 3 months of creditable service between 15 Mar 64 and 30 June 1973 and your annual salary on that date.

[redacted]
Chief, Austrian Bureau, FBIS

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